Inclusive Communications for Neurodiversity

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Oregon Health Authority

What is Neurodiversity?

- ADHD
- Autism Spectrum Disorder
- Brain injuries
- Dyslexia
- Epilepsy

  ... and more

What is Neurodiversity?

- ADHD
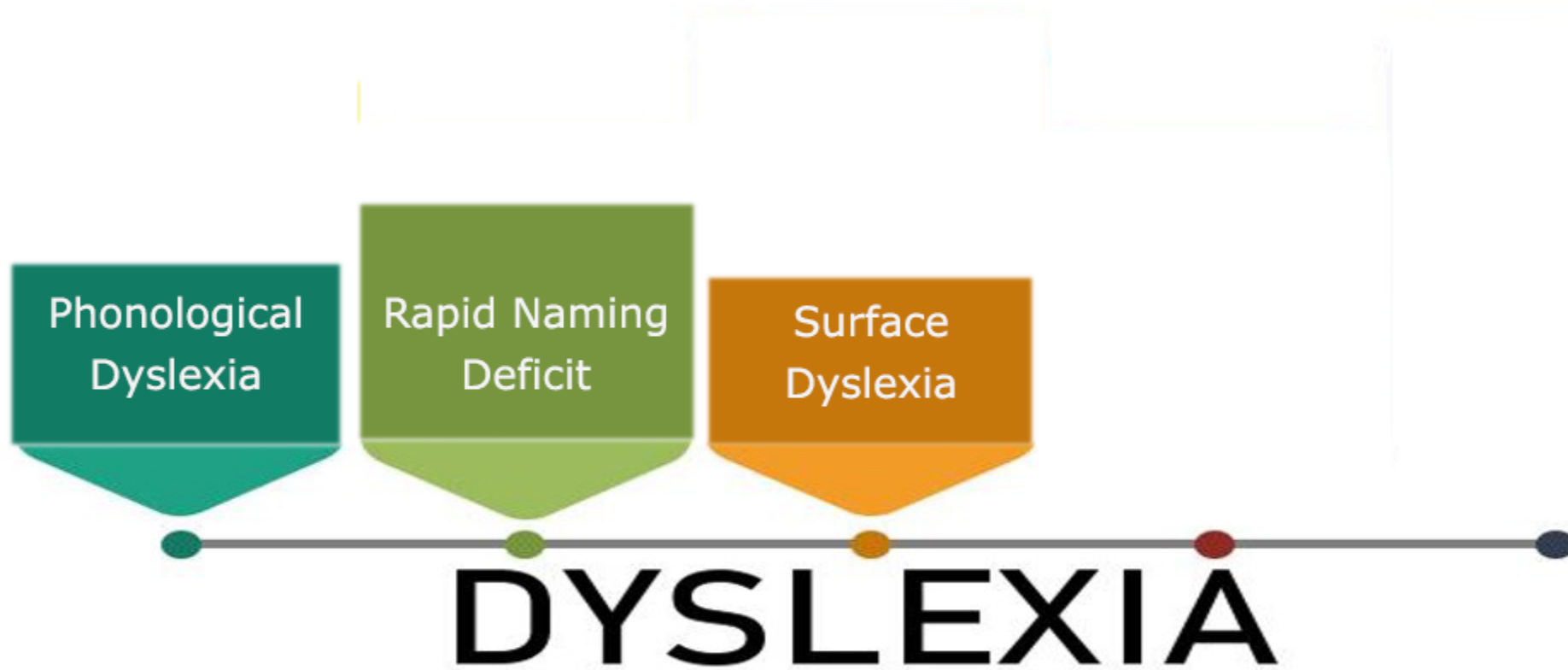- <mark>Autism Spectrum Disorder</mark>
- <mark>Brain injuries</mark>
- <mark>Dyslexia</mark>
- Epilepsy

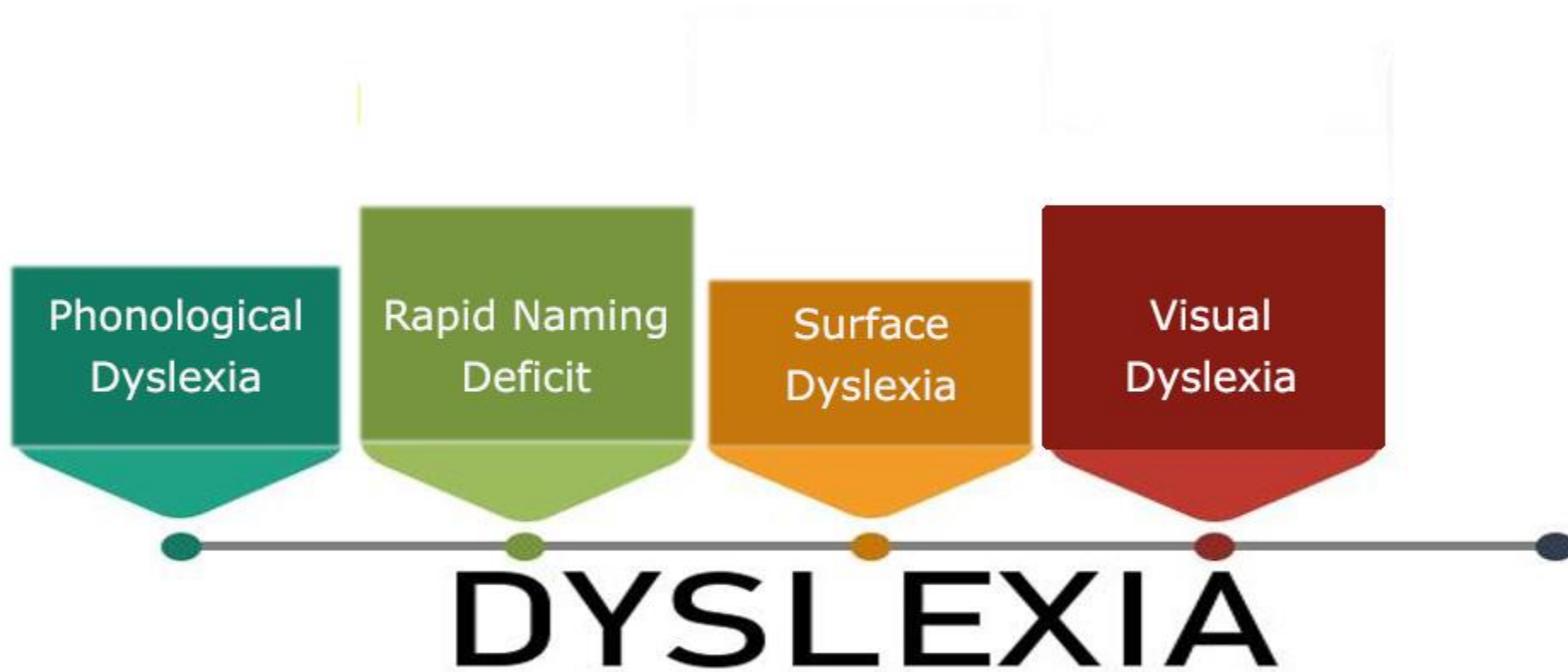   … and more

What is Dyslexia?
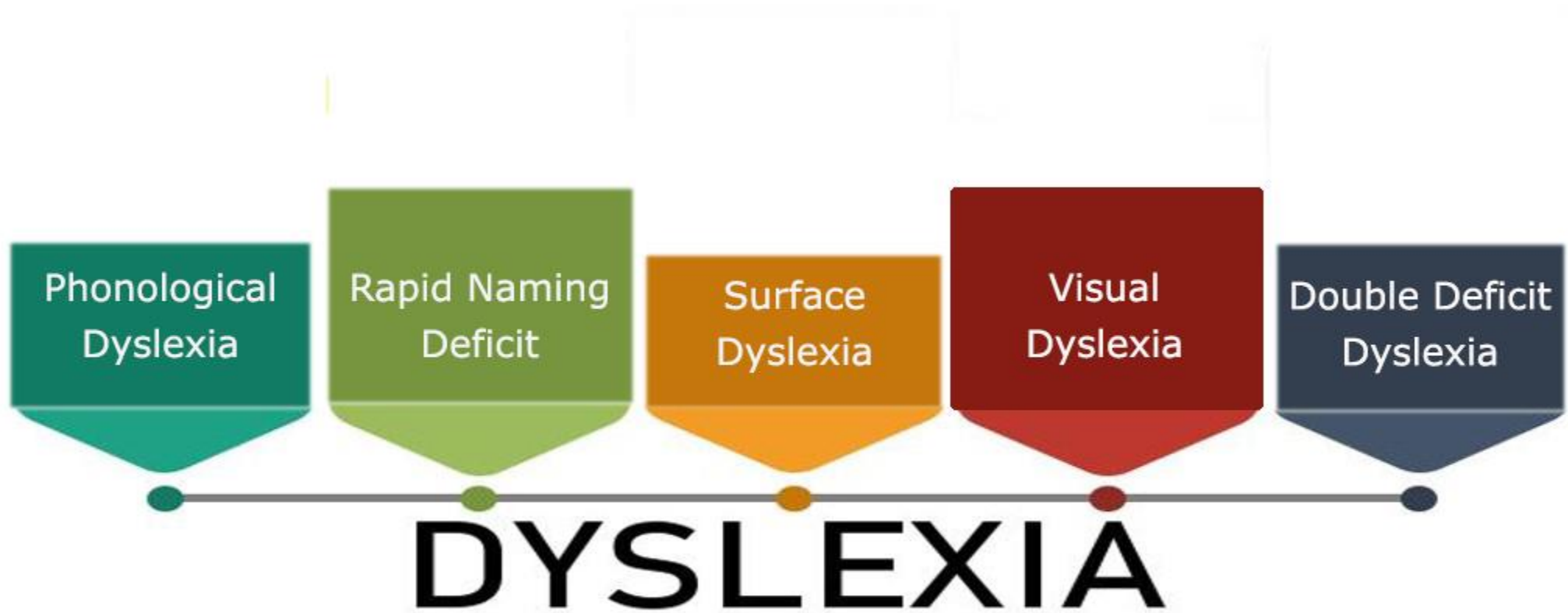
What is Dyslexia?

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What is Dyslexia?

What Dyslexic Users Could See

(from UX Movement)

What Dyslexic Users Could See

Blur Effect

Caused by:

1. Pure black on pure white text/background

✗ This is pure black text on a pure white background

✓ This is dark blue text on a light grey background

What Dyslexic Users Could See

Blur Effect

Caused by:

1. Pure black on pure white text/background

2. Long blocks of text

4 x 6 Rule
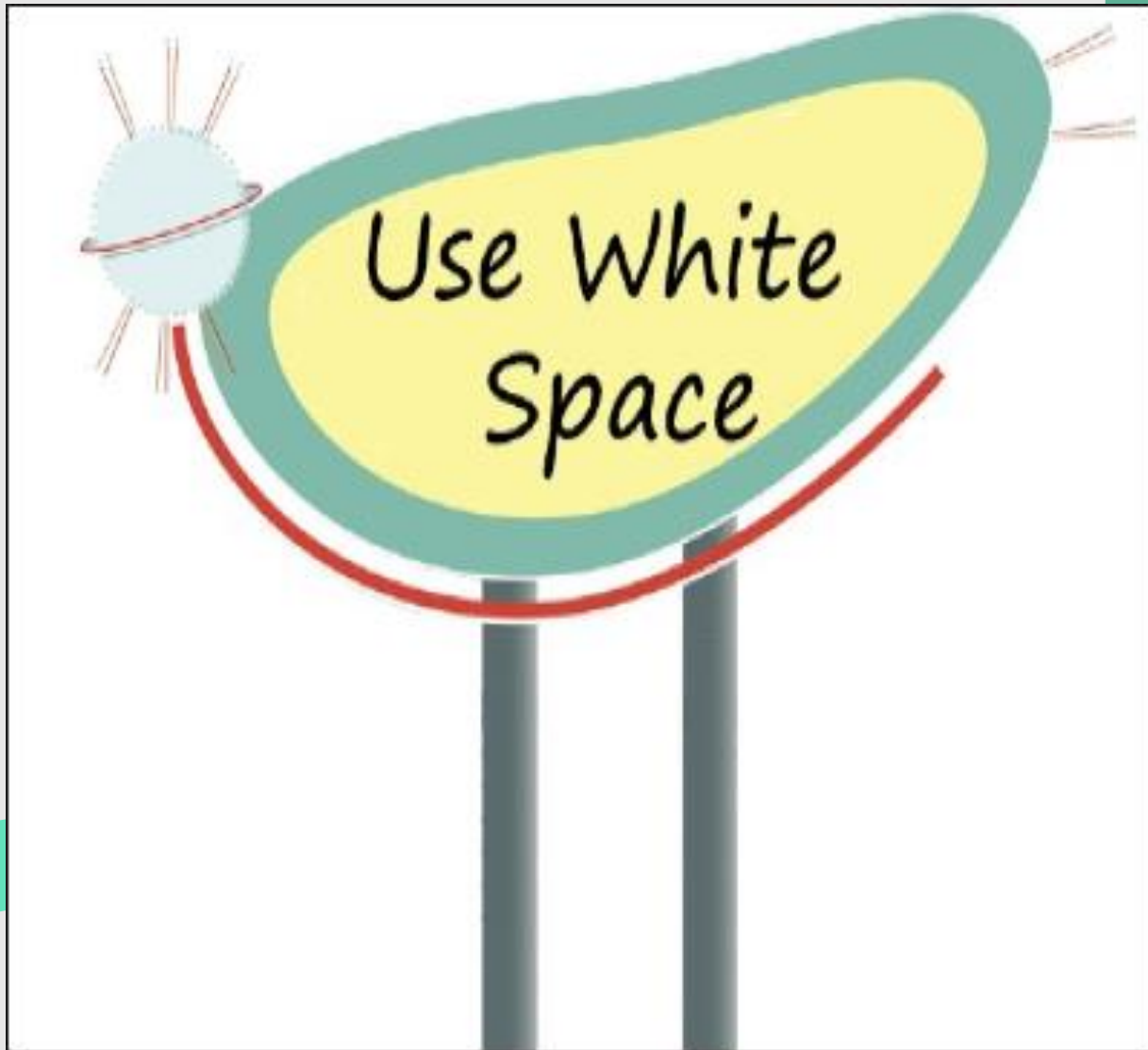
What is minimal text?

4 lines with 6 words
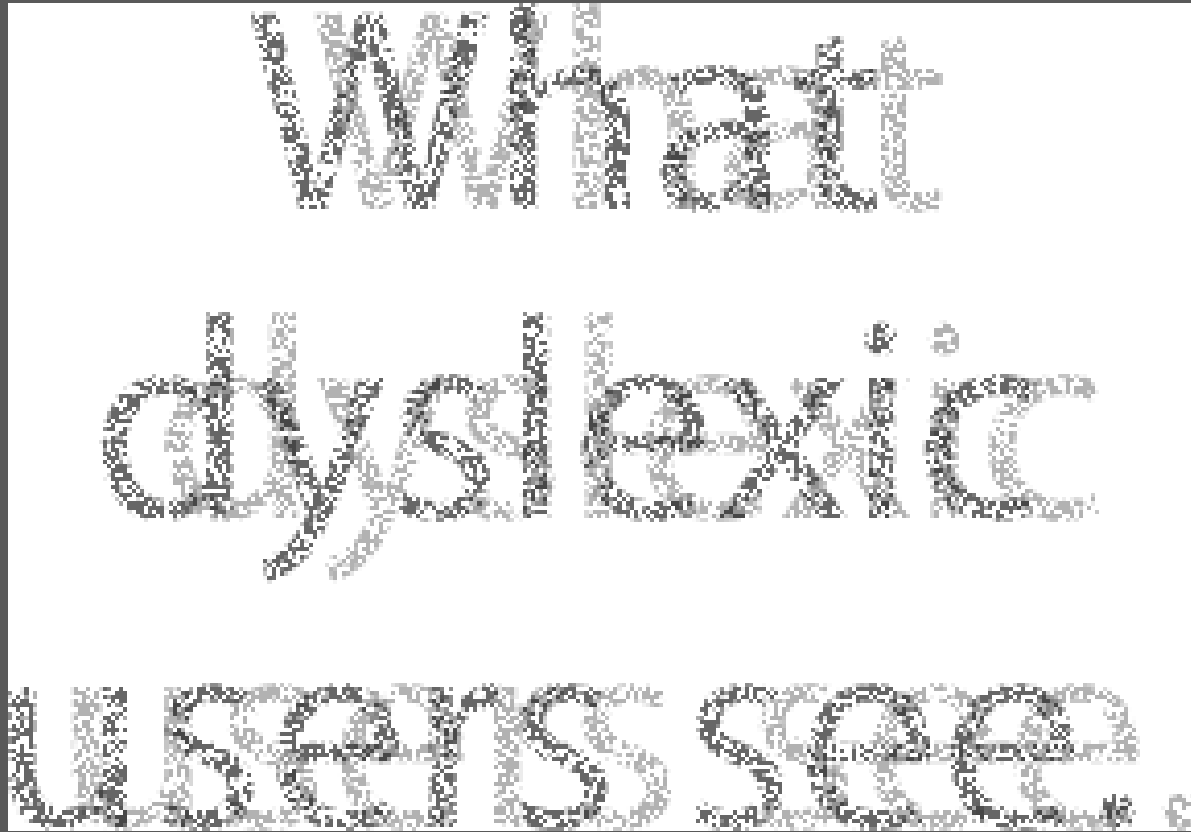
OR

6 lines with 4 words

Use white space

Line spacing:

At least 1.5 times

the font size

What Dyslexic Users Could See

Washout Effect
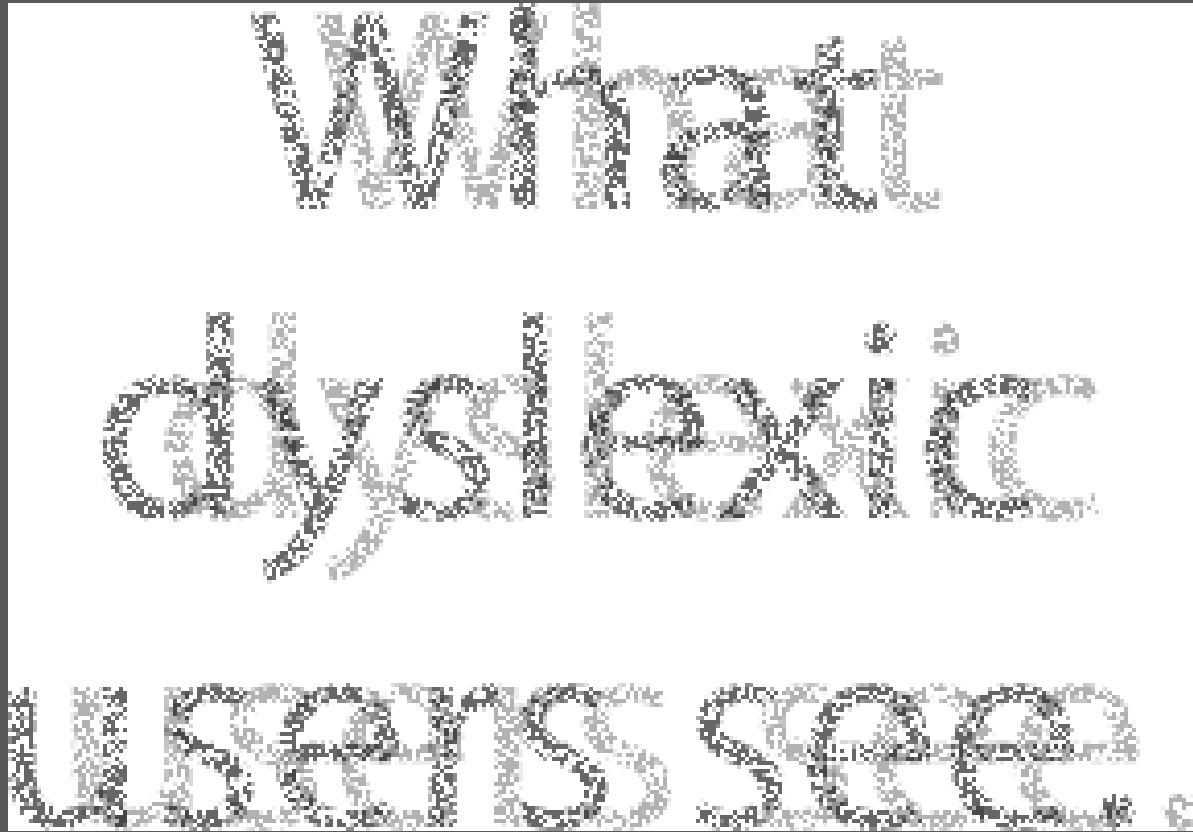
(from UX Movement)

What Dyslexic Users Could See

Washout Effect

Caused by:

1. Italics

❌

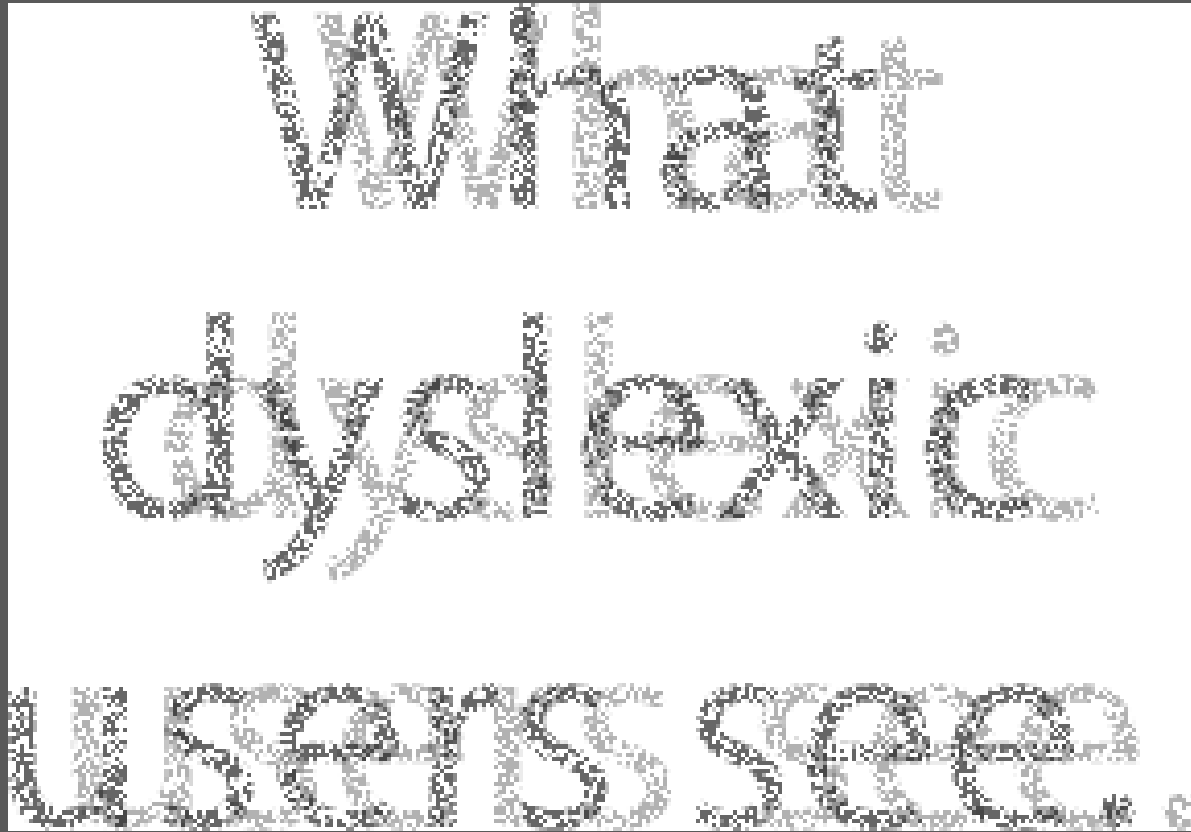*This is an example of italicized text, which could be difficult to read*

✔️

This is an example of normal text, which is easier to read

What Dyslexic Users Could See

Washout Effect

Caused by:

1. Italics

2. Serif fonts

What are serifs?

"Sans serif" = without serifs

Sans Serif

Serif vs. sans serif

"Serif" fonts include Times New Roman and Garamond
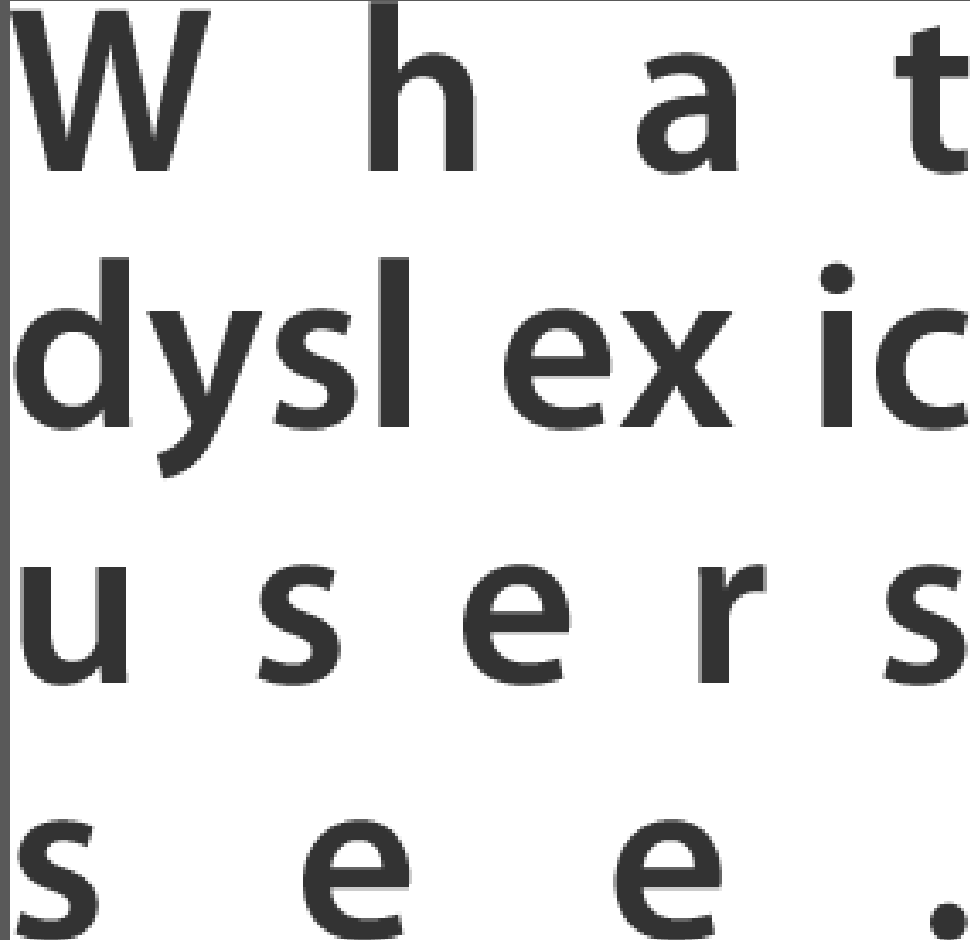
"Sans serif" fonts include Calibri, Arial and Verdana

What font to use?

Use 14 point

Verdana

for documents

and emails

Use 28+ point

Verdana

for PowerPoint

slides

What Dyslexic Users Could See
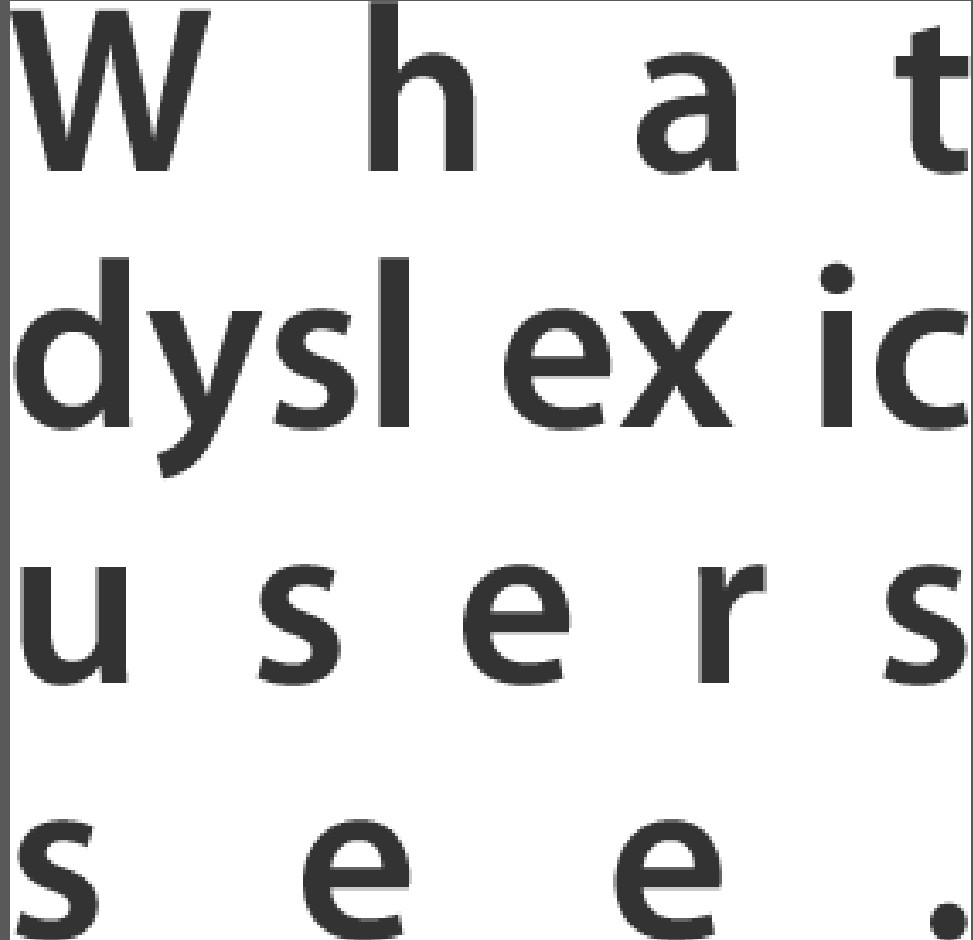
W h a t
dysl ex ic
u s e r s
s e e .

River Effect

(from UX Movement)

What Dyslexic Users Could See

River Effect

Caused by:

1. Fully-justified text

❌

This is an example of fully-justified text, with both left and right margins aligned

✔️

This is an example of text with only the left margin aligned

OHA New Employee Orientation NEO

- In this class, you will engage with the mission, vision, and values of OHA. You'll become familiar with the work of the Agency and practice using policies and procedures in support of the Agency's work. You will learn about public employee unions and will also have opportunities to build relationships across different Divisions of the organization during the session. And you will come away knowing you belong here and ready to take your next steps with onboarding and transition to your new role. Employees who have joined the organization within the past six months are strongly encouraged to register.
- *NEO* is one step of the onboarding process. You will work with your manager to complete the remaining steps.
- Check out the entire program *OHA - HR - New Employee Required Trainings*. This link will take you to the Workday login page, then directly to the curriculum.
- *FORM 2402* *OHA New Employee Orientation Checklist*

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- **FORM 2402** *OHA New Employee Orientation Checklist*

1. Blur effect #1. Pure white background with black text
2. Blur effect #2. Too much text
3. Tight line spacing

4. Wash effect #1: Italicized text
5. Wash effect #2: Use of serif font
6. River effect #1:Fully justified text

Identify 6 problems

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Identify 6 problems

OHA New Employee Orientation NEO

Learn about:

- OHA's mission, vision, and values of OHA.

- OHA's work, policies and procedures.

- Public employee unions.

- The next steps in the onboarding process, which you can complete with your manager.

You can also:

- Build relationships across different OHA Divisions.

Who should register? Employees who have joined OHA within the past six months.
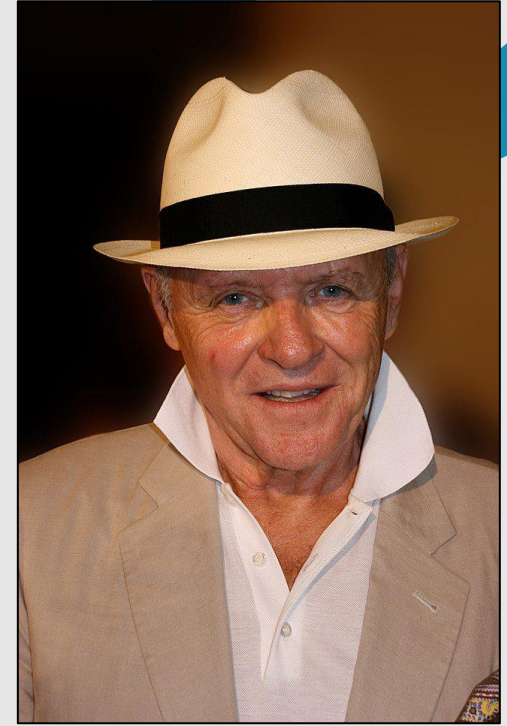
- See OHA - HR - New Employee Required Trainings.

- **FORM 2402** OHA New Employee Orientation Checklist

Identify 6 problems

What is Autism Spectrum Disorder (ASD)?

Who is Autistic?
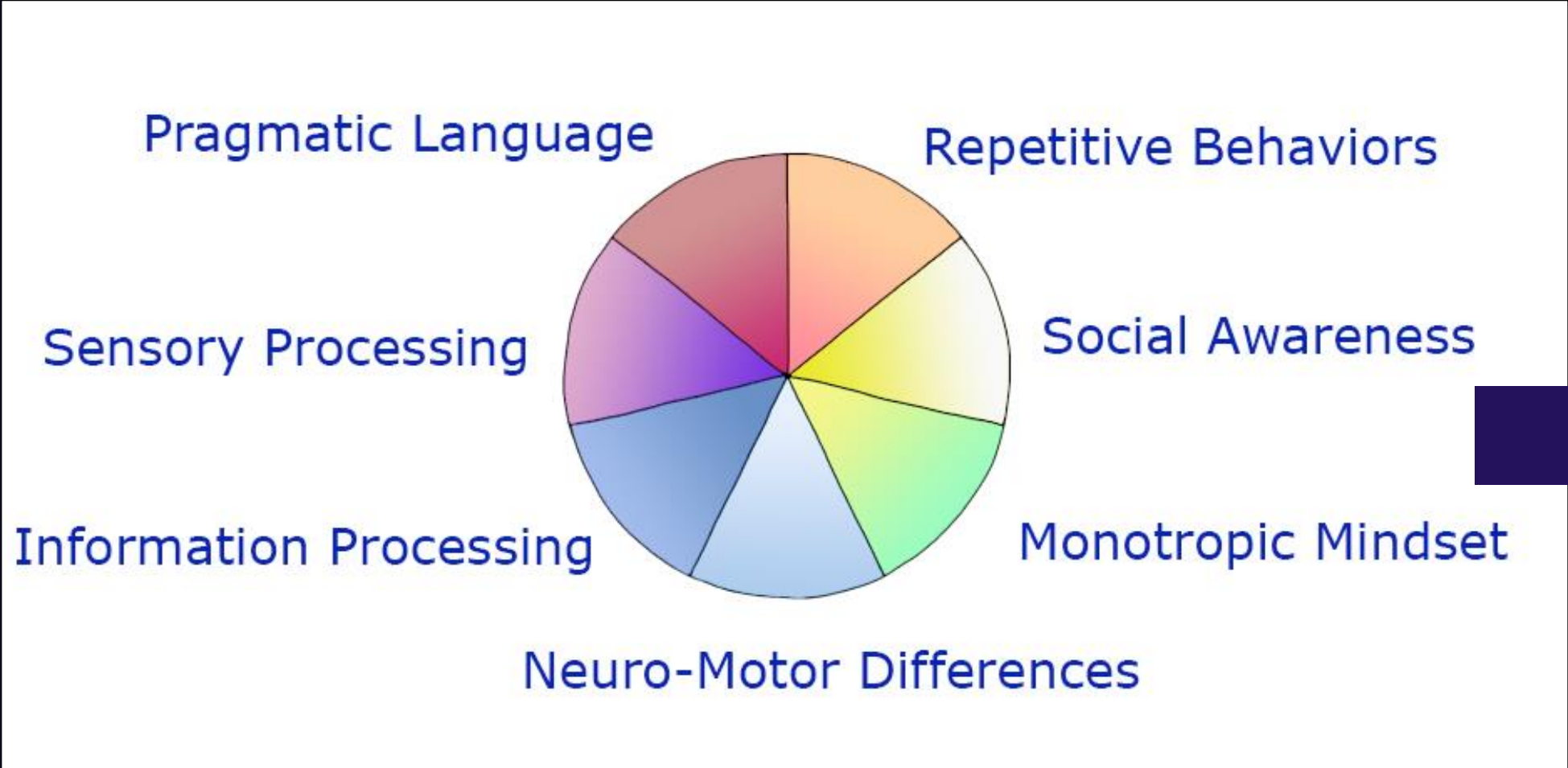
Who is Autistic?

What people think Autism looks like

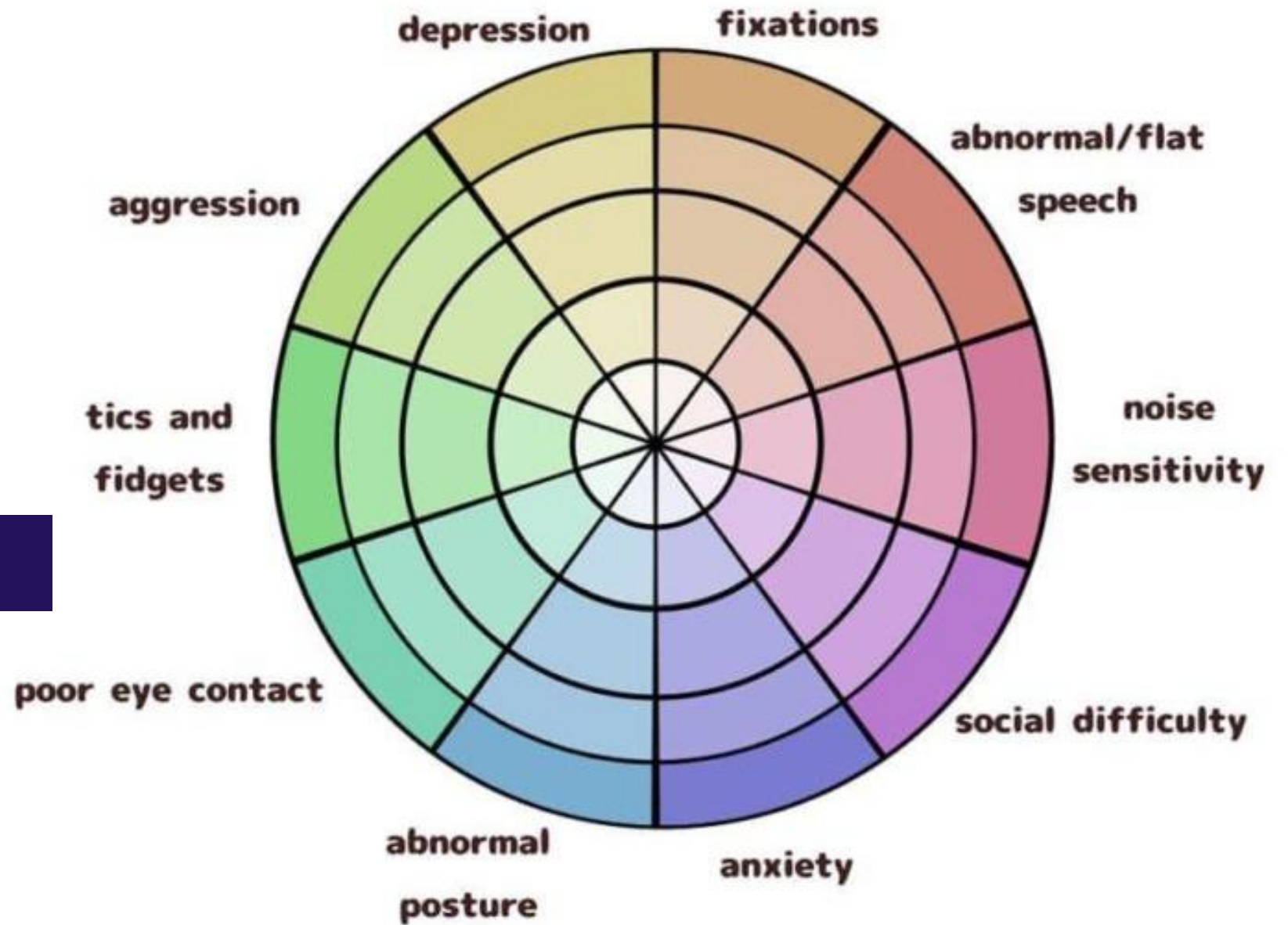"less autistic"   "more autistic"

(From The Mighty)

Pragmatic Language
Repetitive Behaviors
Sensory Processing
Social Awareness
Information Processing
Monotropic Mindset
Neuro-Motor Differences

Reality

(Categories from NeuroClastic)

For example…

What this means for communications

1. Be direct and avoid figurative language.

What this means for communications

1. Be direct and avoid figurative language.

2. Focus on one topic or conversation at a time.

What this means for communications

1. Be direct and avoid figurative language.

2. Focus on one topic or conversation at a time.

3. Meet via Zoom and do not require cameras.

What this means for communications

1. Be direct and avoid figurative language.

2. Focus on one topic or conversation at a time.

3. Meet via Zoom and do not require cameras.

4. Avoid overly bright or flashing objects.